

**Present:** Martin Friedman, Dwight Mizoguchi, Mary Flowers, David Berrian, Julie Nelson, Beverly Wong

**Leadership Development**

- We will invite community agencies working to undo institutional racism to upcoming special UIR events so that they can share their work as well as their challenges.
- There are many anti-racist efforts in the community that were inspired and supported by the undoing racism work in HSD.
- The HSD UIR group has provided support to these organizations, but has done a poor job of making those efforts known in-house. We need to be more intentional about helping staff and management across the department understand that many organizations in the community have modeled their efforts on ours so that we have an institutional understanding of how the work is interconnected.

**Shifting Role of UIR**

- We discussed how the role of UIR has shifted with the emergence of the Change Team. The groups are inter-related but operate very differently.
- The two groups can be seen in a variety of ways: inter-related and mutually supportive: a duplication of efforts; one can be seen as institutionally supported and one can be seen as institutionally marginalized etc.
- Both groups are evolving, but some of the current characteristics include: Change Team is composed exclusively of staff and management, UIR is HSD-focused but participation is open to community partners; Change Team direction is primarily top down, UIR tends to be participant driven.
- Julie Nelson, who facilitates the Change Team, is leaving HSD. Who will succeed her and what is the selection process? Will Change Team and UIR be involved in the process?

**Planning**

- We discussed having large theme-focused quarterly meetings, and having planning meetings.
- Joy Leary recently spoke on post-traumatic slave syndrome. There was discussion around bringing her back to talk about white organizational culture and to ensure that she also meet with community partners.
- There is a dis-connect for people between events and speaking engagements and our day-to-day work to undo racism. We need to be more intentional about making sure that the connections are made and that the presentations are not seen as isolated from the work.
- An idea is to show the Jim Dunn leadership development video. We can invite United Way, King County, Public Health, Nonprofit Anti-Racism Coalition, and other partners. We can update each other on what's going on. Make sure to have food.
- Let's throw a going away/appreciation potluck for Julie on May 31. We can talk about whole history of UIR and brainstorm next meetings. We should invite Patricia McInturff and Germaine Covington.